

Full Impact Assessment

Full Equality Impact Assessment – Removal of Essential Car User Allowance

Introduction

As part of the proposed changes to terms and conditions of service, Northampton Borough Council has prepared an equality impact assessment to review the impact of changes against the key diversity strands.

The proposed change is the removal of the essential car user allowance.

Background

As part of meeting the budget deficit for 2013/14 the authority looked to make a saving of £300,000 from the staffing cost budget. In order to meet this change the authority looked at a number of options with the recognised trade unions. These changes included:

- Potential voluntary/redundancies and early retirement requests
- Removal of essential car user allowance
- Introduction of a concessionary car parking allowance
- Removal of the professional fees payment
- Incremental progression freeze
- Reduction in sick payments

The decision was made to look at changes that were deemed to be non-contractual in 2013/14 with the contractual changes possibly implemented in 2014/15.

The changes to non-contractual allowances were revisited following a VR/ER process. With the removal of essential car user allowance the only change being implemented in 2013/14. The removal of the professional fees payment and the introduction of the car parking scheme are changes that are to be introduced in April 2014 and notice of such will be issued to the staff group.

EIA's will be completed for the removal of professional fees and the introduction of the car parking allowance in 2013. This will be used as part of the development of the car parking charge guidelines with regards to disability etc.

Baseline data and research

The information used as part of this assessment has been extracted from the HR Agresso module and the assessment will look at the following diversity strands:

- Age
- Disability
- Ethnicity
- Gender

Information that would be reported upon only covers that which meets that recognised standard statistically significant figure of five percent of the reporting total. This information will also be compared directly to the organisation profile information on the same data strands.

Consultation

As part of the process the staff groups and trade unions were consulted with. Both parties were asked for feedback on the potential changes that were proposed. Feedback from the trade unions was taken as part of a series of meetings scheduled where proposals were considered and commented on by the management side.

The staff group were invited to comment on the changes through an electronic online forum, via their line manager or by contacting the HR Helpdesk direct. All questions and responses were published on the intranet and were taken to Management Board as part of the considerations.

Results of the consultation

As mentioned all comments made by the Trade Unions and the staff group were considered as part of the process. These considerations included a phased approach to implementations of the changes and review of the allocation of the essential car user status. Both elements are to be taken forward.

Assessment of impact on particular groups

The table attached in Appendix 1 shows the impact of the removal of the Essential Car User allowance on the differing diversity strands in comparison to the organisational results. The table illustrates that the only strands that appear to have changed in a statistically significant are the number of white, male heterosexuals that would lose the allowance.

How will this impact be addressed?

In order to mitigate an inequality in the impact of the allowance removal a equality audit will be conducted as part of the car mileage review that may lead to the

introduction of an essential car user status and allowance for those who have high car usage and need to be able to do so to carry out the duties of their post.

Performance and monitoring arrangements

As mentioned an equality audit will be conducted over the year to ascertain those who are making high mileage claims and to understand the equality impact that there may be. We will also look at any potential recruitment or retention issues that are realised as part of the allowance removal.

Conclusion

To conclude the results of the EIA for the removal of the essential car user allowance do not suggest that there is any significant detrimental impact on a specific group. However an equality audit will be conducted as part of the casual user car mileage monitoring exercise to avoid any other equality issues being raised.

Appendix 1 – Data comparison

Age Band	<u>All staff</u>		<u>Essential car user allowance</u>	
	Total	Percentage	Total	Percentage
0 - 29	123	13.46%	22	9.95%
30 - 40	192	21.01%	41	18.55%
40 - 50	260	28.45%	64	28.96%
50 - 60	284	31.07%	86	38.91%
60 Plus	55	6.02%	8	3.62%
Grand Total	914	100.00%	221	100.00%

Gender	Total	Percentage	Total	Percentage
Female	517	56.56%	107	48.42%
Male	397	43.44%	114	51.58%
Grand Total	914	100.00%	221	100.00%

Disability	Total	Percentage	Total	Percentage
DNA	187	20.46%	46	20.81%
DTS	5	0.55%	0	0.00%
NO	691	75.60%	171	77.38%
YES	31	3.39%	4	1.81%
Grand Total	914	100.00%	221	100.00%

Ethnicity	Total	Percentage	Total	Percentage
Bangladeshi	3	0.33%	0	0.00%
Black African	10	1.09%	4	1.81%
Black Caribbean	12	1.31%	1	0.45%
Chinese	3	0.33%	0	0.00%
Declined to State	23	2.52%	1	0.45%
Did not Answer	169	18.49%	28	12.67%
Eastern European	1	0.11%	0	0.00%
Indian	7	0.77%	2	0.90%
Other Asian	2	0.22%	1	0.45%
Other Black	4	0.44%	2	0.90%
Other Ethnic Group	2	0.22%	2	0.90%
Other Mixed	3	0.33%	1	0.45%
Other White Background	15	1.64%	2	0.90%
White - British	649	71.01%	175	79.19%

White - Irish	4	0.44%	1	0.45%
White & Asian	5	0.55%	0	0.00%
White & Black Caribbean	2	0.22%	1	0.45%
Grand Total	914	100.00%	221	100.00%

Sexual Orientation	Total	Percentage	Total	Percentage
Bi-Sexual	4	0.44%	1	0.45%
Declined to State	42	4.60%	8	3.62%
Did not answer	263	28.77%	44	19.91%
Gay	3	0.33%	2	0.90%
Heterosexual	597	65.32%	164	74.21%
Lesbian	5	0.55%	2	0.90%
Grand Total	914	100.00%	221	100.00%